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FILE

Training 3-1

DD/S 71-2963

27 JUL 1971

MEMORANDUM FOR: Chief, Career Training Program

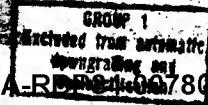
SUBJECT : Modification of Career Training Program

REFERENCE : Memo from C/CTP to CMO/DDS, dtd 29 Jun 71,
same subj

1. The proposal has been reviewed and discussed and the logic presented in paragraph 2 of reference regarding selection and slotting of Career Trainees (CTP) is certainly true. However, the "S" Career Service has no "parent" office such as other Support Directorate Career Services have and because of this factor it is unable to identify and develop an internal employee's career as you have recommended.

2. A few months ago Mr. Coffey and other senior members of the Support Career Service met informally with all Headquarters Support Careerists. During these informal discussions the subject of input into our Career Service was discussed. There were both internal and external Career Trainee officers in the group and a reaction of the entire 80 plus stressed the need that any Support Officer coming into the Career Service should have a "seasoning" in the various Support offices prior to assuming the role of a Generalist in an overseas position. With this experience factor the Support Career Service would prefer to tap the other Support offices for the main source of General Support Officers.

3. An analysis of our Support Officers certainly indicates that those who have come from the CT Program are certainly performing at a high level after a tour or two. We have been equally pleased with those individuals who have been selected and placed in the Program and then become a part of the "S" Career Service. I believe that with the tightening of Support positions overseas as well as at Headquarters we must rely on those officers who have some know-how of the Support Directorate before assigning them to any Support position. These positions are usually GS-11 or above and placing an external CT in one of these may be of a disadvantage to him.

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4. I do not want to shut the door to the externals because I am sure there will be some whose excellent education and military experience would certainly be most welcome. For example, the Marine Captain with the Masters degree in Transportation, overseas experience with the military and a strong education background would fit well into the Support program.

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Career Management Officer
Deputy Director for Support

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